

Special Session

Agenda Item #	6, 7, 8
Meeting Date	June 18, 2007
Prepared By	Wayne Hobbs
Approved By	Barbara B. Matthews City Manager

Discussion Item	Ordinances implementing Pay Scales with a Market Adjustment of 3.5% effective July 1, 2007.
Background	<p>The compensation plan for City staff which was approved by Council and implemented in FY 00, provides for a Market Adjustment to be implemented on July 1, 2007 for FY 08. The Market Adjustment is the annual percent of change in the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of the end of December. The December 2006 Index shows an increase of 3.5%.</p> <p>The attached ordinances approve the pay scales for FY 08, effective July 1, 2007 and reflect a market adjustment of 3.5%.</p> <p>Past ordinances adopting pay scales for non-union employees have traditionally followed the same process as called for in the collective bargaining agreements.</p> <p>First Reading of the ordinances was held on June 4, 2007.</p>
Policy	Title 4, Chapter 4.04.180 through 4.04.220 of the City Code, the Collective Bargaining Agreement between the City of Takoma Park and AFSCME, Local 3399 and the Collective Bargaining Agreement between the City of Takoma Park and Local 400.
Fiscal Impact	Funds to implement the pay increases are included in the proposed FY 08 Budget.
Attachments	<ol style="list-style-type: none"> 1. Second Reading Ordinance 2007-32, amending the Pay Scale for Staff who are covered by the Collective Bargaining Agreement with AFSCME 2. Second Reading Ordinance 2007-33, amending the Pay Scale for Management Staff and Staff who are not covered by a Collective Bargaining Agreement 3. Second Reading Ordinance 2007-34, amending the Pay Scale for Police Officers
Recommendation	Staff recommends that the Council adopt these ordinances at second reading.
Special Consideration	None.

Introduced by: Councilmember Williams

First Reading: June 4, 2007
Second Reading:

CITY OF TAKOMA PARK, MARYLAND

ORDINANCE NO. 2007-32

An Ordinance to Adopt an FY08 Pay Plan
for Staff Who are Covered by the AFSCME Collective Bargaining Agreement

WHEREAS, the pay scale for staff who are covered by the AFSCME Collective Bargaining Agreement is tied to the Position Classification Schedule as approved by the City Manager in accordance with Title 4, Chapter 4.04.140 through 4.04.220 of the City Code, as modified by Ordinance 1999-29 or as modified herein; AND

WHEREAS, the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; AND

WHEREAS, the City has ratified a Collective Bargaining Agreement with Local 3399, The American Federation of State, County, and Municipal Employees, which provides for a market adjustment to be effective July 1, 2008; AND

WHEREAS, the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of December 2005 shows an annual market increase of 3.5%.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THAT the attached pay scale is adopted for the City staff who are covered by the Collective Bargaining Agreement with AFSCME for the Fiscal Year beginning July 1, 2007 and ending June 30, 2008, and will remain in effect until amended or repealed by the Council.

Adopted this day of _____, 2007 by roll-call vote as follows:

AYES:

NAYS:

ABSTAIN:

ABSENT:

EMPLOYEE PAY SCALE - FY 08**Ordinance No. 2007 - 32****Staff who are covered by the Collective
Bargaining Agreement with AFSCME****3.5% Market Adjustment Effective July 1, 2007**

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Point	Maximum
21	Annual Hourly	\$26,565 \$12.77	\$27,362 \$13.15	\$28,183 \$13.55	\$29,029 \$13.96	\$29,900 \$14.37	\$40,379 \$19.41
22	Annual Hourly	\$28,159 \$13.54	\$29,004 \$13.94	\$29,874 \$14.36	\$30,770 \$14.79	\$31,694 \$15.24	\$42,802 \$20.58
23	Annual Hourly	\$29,849 \$14.35	\$30,744 \$14.78	\$31,667 \$15.22	\$32,617 \$15.68	\$33,595 \$16.15	\$45,370 \$21.81
24	Annual Hourly	\$31,640 \$15.21	\$32,589 \$15.67	\$33,567 \$16.14	\$34,574 \$16.62	\$35,611 \$17.12	\$48,092 \$23.12
25	Annual Hourly	\$33,538 \$16.12	\$34,544 \$16.61	\$35,581 \$17.11	\$36,648 \$17.62	\$37,747 \$18.15	\$50,978 \$24.51
26	Annual Hourly	\$35,550 \$17.09	\$36,617 \$17.60	\$37,715 \$18.13	\$38,847 \$18.68	\$40,012 \$19.24	\$54,037 \$25.98
27	Annual Hourly	\$37,683 \$18.12	\$38,814 \$18.66	\$39,978 \$19.22	\$41,178 \$19.80	\$42,413 \$20.39	\$57,279 \$27.54
28	Annual Hourly	\$41,452 \$19.93	\$42,695 \$20.53	\$43,976 \$21.14	\$45,295 \$21.78	\$46,654 \$22.43	\$63,007 \$30.29
29	Annual Hourly	\$45,597 \$21.92	\$46,965 \$22.58	\$48,374 \$23.26	\$49,825 \$23.95	\$51,320 \$24.67	\$69,307 \$33.32
30	Annual Hourly	\$52,437 \$25.21	\$54,010 \$25.97	\$55,630 \$26.75	\$57,299 \$27.55	\$59,018 \$28.37	\$79,704 \$38.32
31	Annual Hourly	\$60,302 \$28.99	\$62,111 \$29.86	\$63,974 \$30.76	\$65,894 \$31.68	\$67,870 \$32.63	\$91,659 \$44.07

Introduced by: Councilmember Austin-Lane

First Reading: June 4,
2007

Second Reading:

CITY OF TAKOMA PARK, MARYLAND

ORDINANCE NO. 2007-33

An Ordinance to Adopt an FY08 Pay Plan for Management Staff
and for Staff Who Are Not Covered By a Collective Bargaining Agreement

WHEREAS, the pay scale for the City's management staff and staff who are not covered by a collective bargaining agreement is tied to the Position Classification Schedule as approved by the City Manager in accordance with Title 4, Chapter 4.04.140 through 4.04.220 of the City Code as modified by Ordinance 1999-28 or as modified herein; AND

WHEREAS, the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; AND

WHEREAS, the Department of Labor, Wage and Salaries Employment Cost Index for State and Local Government as of December 2006 shows an annual market increase of less than 3.5%; AND

WHEREAS, the City wishes to provide benefits to non-union employees that equate to those received by union employees.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THAT the attached pay scale is adopted for the City's management staff and staff who are not covered by a collective bargaining agreement for the Fiscal Year beginning July 1, 2007 and ending June 30, 2008, and will remain in effect until amended or repealed by the Council.

Adopted this day of , 2007 by roll-call vote as follows:

AYES:

NAYS:

ABSTAIN:

ABSENT:

EMPLOYEE PAY SCALE - FY 08**ORDINANCE No. 2007 - 33**

**For Management Staff and Staff who are not covered
by a collective bargaining agreement.**

3.5% Market Adjustment Effective July 1, 2007

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Point	Maximum
21	Annual Hourly	\$26,565 \$12.77	\$27,362 \$13.15	\$28,183 \$13.55	\$29,029 \$13.96	\$29,900 \$14.37	\$35,332 \$16.99
22	Annual Hourly	\$28,159 \$13.54	\$29,004 \$13.94	\$29,874 \$14.36	\$30,770 \$14.79	\$31,694 \$15.24	\$37,452 \$18.01
23	Annual Hourly	\$29,849 \$14.35	\$30,744 \$14.78	\$31,667 \$15.22	\$32,617 \$15.68	\$33,595 \$16.15	\$39,699 \$19.09
24	Annual Hourly	\$31,640 \$15.21	\$32,589 \$15.67	\$33,567 \$16.14	\$34,574 \$16.62	\$35,611 \$17.12	\$42,081 \$20.23
25	Annual Hourly	\$33,538 \$16.12	\$34,544 \$16.61	\$35,581 \$17.11	\$36,648 \$17.62	\$37,747 \$18.15	\$44,606 \$21.45
26	Annual Hourly	\$35,550 \$17.09	\$36,617 \$17.60	\$37,715 \$18.13	\$38,847 \$18.68	\$40,012 \$19.24	\$47,282 \$22.73
27	Annual Hourly	\$37,683 \$18.12	\$38,814 \$18.66	\$39,978 \$19.22	\$41,178 \$19.80	\$42,413 \$20.39	\$50,119 \$24.10
28	Annual Hourly	\$41,452 \$19.93	\$42,695 \$20.53	\$43,976 \$21.14	\$45,295 \$21.78	\$46,654 \$22.43	\$55,131 \$26.51
29	Annual Hourly	\$45,597 \$21.92	\$46,965 \$22.58	\$48,374 \$23.26	\$49,825 \$23.95	\$51,320 \$24.67	\$60,644 \$29.16
30	Annual Hourly	\$52,437 \$25.21	\$54,010 \$25.97	\$55,630 \$26.75	\$57,299 \$27.55	\$59,018 \$28.37	\$69,741 \$33.53
31	Annual Hourly	\$60,302 \$28.99	\$62,111 \$29.86	\$63,974 \$30.76	\$65,894 \$31.68	\$67,870 \$32.63	\$80,202 \$38.56
32	Annual Hourly	\$69,347 \$33.34	\$71,428 \$34.34	\$73,571 \$35.37	\$75,778 \$36.43	\$78,051 \$37.52	\$92,232 \$44.34
33	Annual Hourly	\$79,749 \$38.34	\$82,142 \$39.49	\$84,606 \$40.68	\$87,144 \$41.90	\$89,759 \$43.15	\$106,067 \$50.99
34	Annual Hourly	\$91,712 \$44.09	\$94,463 \$45.41	\$97,297 \$46.78	\$100,216 \$48.18	\$103,222 \$49.63	\$121,977 \$58.64

Introduced by: Councilmember Austin-Lane

First Reading: June 4, 2007
Second Reading:

CITY OF TAKOMA PARK, MARYLAND

ORDINANCE NO. 2007-34

An Ordinance to Adopt a Revised Pay Scale For Police Officers for FY 08

WHEREAS: the pay scale for police officers for FY 08, tied to the Position Classification Schedule as approved by the City Manager in accordance with Article 4, Section 4.04.140 through 4.04.220 of the City Code as modified by Ordinance 1999-29 or as modified herein; AND

WHEREAS: the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market, AND

WHEREAS, the City has ratified a Collective Bargaining Agreement with Local 400, which provides for a market adjustment to be effective July 1, 2007; AND

WHEREAS, the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of December 2006 shows an annual market increase for wages of 3.5%

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF TAKOMA PARK MARYLAND THAT: the attached pay scale is adopted for the City's Police Officers for the Fiscal Year beginning July 1, 2007 and ending June 30, 2008, and will remain in effect until amended or repealed by the City Council.

Adopted this ____ day of____, 2006 by roll call vote as follows:

AYES:

NAYS:

ABSTAIN:

ABSENT:

POLICE PAY SCALE - FY 08 **Ordinance No. 2007 - 34**
3.5% Market Adjustment Effective July 1, 2007

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Point	Maximum
1-CADET							
Hourly	Annual	\$36,156					
	Hourly	\$17.38					
3- PVT							
Hourly	Annual	\$41,380	\$42,622	\$43,900	\$45,217	\$46,574	\$55,036
	Hourly	\$19.89	\$20.49	\$21.11	\$21.74	\$22.39	\$26.46
4-PFC	Annual	\$45,518	\$46,884	\$48,290	\$49,739	\$51,231	\$60,539
Hourly	Hourly	\$21.88	\$22.54	\$23.22	\$23.91	\$24.63	\$29.11
5-CPL	Annual	\$52,346	\$53,916	\$55,534	\$57,200	\$58,916	\$69,620
Hourly	Hourly	\$25.17	\$25.92	\$26.70	\$27.50	\$28.32	\$33.47
6-SGT	Annual	\$60,198	\$62,004	\$63,864	\$65,780	\$67,753	\$80,063
Hourly	Hourly	\$28.94	\$29.81	\$30.70	\$31.62	\$32.57	\$38.49
7-LT	Annual	\$69,227	\$71,304	\$73,443	\$75,647	\$77,916	\$92,072
Hourly	Hourly	\$33.28	\$34.28	\$35.31	\$36.37	\$37.46	\$44.27